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FIFTY-SEVEN SELECTED RESEARCH STUDIES RELATED TO SOCIAL PSYCHOLOGICAL FACTORS IN JOB TRAINING AND HARD CORE UNEMPLOYMENT, ARE INCLUDED. PUBLICATION DATES RANGE FROM 1931 THROUGH 1964. THE 23 STUDIES CONSIDERED OF MAJOR IMPORTANCE ARE GROUPED IN THE FIRST SECTION. THE REMAINING 34 REFERENCES WERE SELECTED AS A SAMPLING OF JOURNALISTIC AND EDITORIAL COMMENTS AND SURVEYS REPORTING DEMOGRAPHIC DATA ON THE UNEMPLOYED. COPIES OF THIS DOCUMENT ARE AVAILABLE FROM MANPOWER ADMINISTRATION, OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVENUE, N.W., WASHINGTON, D.C. 20210. (WB)

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**U.S. DEPARTMENT OF LABOR: W. Willard Wirtz, Secretary**
**MANPOWER ADMINISTRATION**
**Office of Manpower, Automation and Training**

NOVEMBER 1965

# UNEMPLOYMENT AND RETRAINING

## An Annotated Bibliography

## Of Research

U.S. DEPARTMENT OF LABOR: W. Willard Wirtz, Secretary
Manpower Administration
Office of Manpower, Automation and Training

## PREFACE

This document is an annotated bibliography of research related to social psychological factors in job training and hard-core unemployment. While this bibliography is not exhaustive, it does cover a number of years of research which may be considered representative of the field of study.

The bibliography was prepared under Contract No. MDTA 44-64 as part of the title I research program authorized by the Manpower Development and Training Act of 1962 and administered by the Manpower Administration's Office of Manpower, Automation and Training. It was prepared by Professor Elliot Aronson, formerly of the Psychology Department, University of Minnesota, and presently a member of the Psychology Department of the University of Texas. He was assisted by Darwyn Linder, of the Psychology Department of the University of Minnesota. The study was completed in May 1965 and appears here in the form in which it was submitted by the contractor.

Bakke, E. Wight Citizens Without Work, Institute of Human Relations, New Haven: Yale University Press, 1940.

This book and its companion volume, The Unemployed Worker (Bakke, 1935), are the results of a series of studies initiated in 1932 by the Yale Institute of Human Relations and carried out over an eight year interval. Data for both volumes were obtained from: (1) participant observation for several periods of time, (2) intensive case study and budget investigation of 25 families, (3) interviews of 200 "married and together" unemployed families from a random sample in New Haven in 1933, (4) investigation of a ten percent random sample of unemployed families in New Haven in 1938, (5) interviews with informed sources to check facts alleged by the unemployed, (6) analysis of documents of relief agencies and reports of the economic condition of the unemployed. Using these data the two volumes focus, respectively, on two different aspects of the phenomenon of unemployment. The Unemployed Worker presents, first, the laborers' world from which a man comes to unemployment. The book discusses the goals which workers seek to attain, the difficulties they have in attaining these goals, and the practices developed to surmount these difficulties. The worker is then viewed as he seeks to attain these goals under the added difficulty of unemployment. The practices he adopts, such as work seeking, income stretching, unemployment compensation and relief, are presented as efforts in his continued striving to attain his goals. In Citizens Without Work the unemployed family is considered as a unit in various community relationships. The effects of unemployment upon intra-family relationships and upon the relationship of the family to the neighborhood, friendship groups, religious organizations, and political groups are considered. In turn, this volume considers the effects of these relationships upon the adjustment to unemployment which the family is able to make.

In general, these works present the process by which the family seeks to continue advancement toward their objectives of economic security and autonomous control of their fate while burdened by the difficulty of unemployment. The two volumes present an insightful and sympathetic picture of this process in action.

Finally, the results of these two volumes are focused on the problem of administering social services in such a way as to preserve the worker's self reliance. On the basis of the investigations reported, principles are proposed by which social agencies must operate so as to prevent the development of a permanently dependent class.

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Brazziel, William F. Factors in Workers' Decisions to Forego Retraining Under the Manpower Development and Training Act, U.S. Department of Labor, Office of Manpower, Automation and Training, June 1964.

This study analyzes data collected from 90 men who enrolled in retraining projects and 224 men who were eligible for the program but did not enroll. The projects were a one-year MDTA training program offering a choice of five skilled and semi-skilled trades and conducted on the

campus of the Norfolk Division of Virginia State College, and a 12-week training program in automobile servicing conducted by the Virginia Employment Commission at a leased site. Interview data was collected and comparisons made between the 90 men who remained enrolled in the MDTA program, 58 men who had rejected the MDTA program and completed nine years or less of school--called College Rejectors (1-9), 116 men who had rejected the MDTA program and had more than nine years of schooling--called College Rejectors (10-13), and a group of 50 men who had rejected the Commission program--called Commission Rejectors.

Results: Rejectors more often than enrollers had not heard of the program, had heard too late to enroll, or had misunderstood the requirements and the length of the programs. Far more enrollers than rejectors sought additional information at the Virginia Employment Commission office. Enrollers had significantly more military experience, including general education equivalency training and vocational training, than rejectors. Enrollers also had more experience working outside their home communities. The dominant reasons for not enrolling given by College Rejectors were insufficient financial support ($25 per week) and too long a training period (12 months). The investigators conclude that the difference in work experience, inadequate communications, and low training allowance were the crucial factors in determining rejection of the programs.

Criticism: This is a well done survey investigation and provides at least preliminary answers to the questions about rejection of retraining opportunities. The sampling seems adequate although a departure from a strict random procedure was necessitated by inability to locate some rejectors. The influence of this departure upon the findings is hard to assess since the investigators do not report the number of men who could not be located. Interpretation of the attitude scales is hampered by the ambiguity of scores in the middle of the possible range, this ambiguity resulting from the scaling technique used.

Darley, J.G. & Paterson, D.G. Employed and Unemployed Workers: Differential Factors in Unemployment Status, Bulletin of the Employment Stabilization Research Institute, Minneapolis: University of Minnesota Press, 1934.

This study reports factors which differentiate between workers who became unemployed early in the depression (before January 1, 1931), those who became unemployed after January 1, 1931, and those workers still employed at the time of the study. The workers studied were from three Minnesota cities and were distributed over four occupational classes: (1) professional workers and business officials, (2) clerical workers, (3) skilled industrial workmen, (4) semi-skilled workmen, as defined by the United States Census of Occupations. Data from medical records, occupational and social histories, and vocational testing are presented and factors which differentiate between the groups defined above are pointed out.

The major findings are: (1) older workers (over 45) and younger workers (under 25) are more frequently unemployed and become unemployed earlier; (2) Unemployment is inversely related to length of time spent in the workers modal occupation; (3) Unemployed workers seek jobs similar to their modal occupations; (4) Most unemployed workers attribute their plight to economic causes. Those unemployed early, however, give personal reasons for leaving their jobs more often than those who became unemployed later in the depression; (5) The Research Institute's diagnosis of cause of unemployment in individual cases shows personal reasons to be a cause more frequently than is reported by the worker. Technological change is not an important factor in these data; (6) Early unemployed do more poorly on vocational tests than the later unemployed or the employed. The tests used do not differentiate between the later unemployed and the employed workers; (7) Physical defects impairing efficiency occur more frequently among the unemployed.

Many of the findings presented in the study are supported by the findings of more recent researchers, which are also included in this bibliography. The major difference between this study and later work is the increased importance of technological unemployment in the later studies. These data are limited by the selection of workers who had established a modal occupation fitting the classification system of the United States Census of Occupations. This restriction must have excluded many unskilled and low-income workers. Data from these individuals may have enhanced the findings of the report and would certainly have contributed to an understanding of those workers who had no marketable skills. In general, the findings are reliable but dated and of limited application.

Dubin, Robert "Industrial Workers Worlds: A Study of the 'Central Life Interests' of Industrial Workers," in Rose, A.M. (Ed.), Human Behavior and Social Processes, Boston: Houghton Mifflin Co., 1962, 247-266.

A study was conducted in 1952-1953 utilizing questionnaire responses elicited from workers in three factories located in urban Midwestern communities. This article reports only the results obtained from a "Central Life Interests" schedule. This questionnaire was designed to measure whether or not the job and work place were central life interests or if other areas of social experience were more important. Workers were then classified as job-oriented or non-job-oriented according to their pattern of responses. Only 24 percent of the 491 workers who completed the questionnaire could be classified as job-oriented by the criteria used. In addition, it was found that only 10 percent of the workers considered the job as the primary source of informal social experience and only 15 percent of the workers considered the job as a primary source of rewarding general experience. However, 61 percent of the workers indicated that they considered their companies as the most significant formal organization when judged in terms of typical organizational ties and 63 percent indicated that the work place was of primary importance for experience with the technological aspects of their life space.

These findings were tied together by some loose sociological theorizing and their import is not altogether clear. If the findings are reliable, they may be useful in suggesting means of improving job attachment and strengthening attachment to the labor force.

Ferman, L.A. & Aiken, M.T. "The Adjustment of Older Workers to Job Displacement," unpublished mimeographed report, University of Michigan, 1964.

This article gives a few partial results from a study conducted in 1958 on 314 ex-automobile workers left jobless as a result of a plant shutdown some 18 months earlier. The data given here attempt to relate economic deprivation to the workers' emotional states. Sample includes white, older workers (70 percent over 40) who, for the most part, had had many years of service with the company before the shutdown (nearly half had at least 25 years of service). Two sets of measures were constructed from responses in the interview. The first measure, an Index of Economic Deprivation, attempted to gauge the amount of workers' loss of economic security by a scoring procedure which utilized information regarding loss of savings, increases in debts, and cut-backs in expenditures. The second set of indicators, designed to measure emotional adjustment, was based on the results of a factor analysis of a series of items designed to measure two dimensions--Anomie and Satisfaction with Life. The Anomie Index was comprised of seven items which generally reflected a pessimistic or depressive attitude toward life (e.g., "Most people don't really care what happens to the next fellow," "You sometimes can't help wondering whether life is worthwhile any more").

The Index of Satisfaction with Life was designed to measure general happiness and satisfaction (e.g., respondent finds "a good deal of happiness in life," "generally feel in good spirits most of the time"). No relationship was found between the pre-displacement variables of age, education, and skill level to economic deprivation, although these variables were related to length of unemployment which, in turn, related to economic deprivation. Of the displacement variables, the only relationship between any of them and the Index of Satisfaction with Life and the Anomie Index was a strong relationship between the Anomie Index and educational level. The greater the educational level of the respondent, the lower the score on the Anomie Index. The most relevant finding is that of a strong relationship between economic deprivation and both measures of emotional adjustment. The "most economically deprived workers are the least satisfied with life and are most likely to give anomie responses." The authors believe the causal relations between the variables to take place in the following order: Pre-displacement statuses give rise to certain types of unemployment status (e.g., length of unemployment) which, in turn, determine the amount of economic deprivation. Degree of economic deprivation then influences the emotional adjustment of the worker.

A more complete report of the study is needed in order to make an adequate analysis of the data. On the whole, it appears well done. The

authors point out that the nature of the causal relationships between the variables cannot be conclusively resolved by a cross-sectional correlational study but necessitate a longitudinal study employing appropriate controls.

Fried, M. "Transitional Functions of Working Class Communities: Implications for Forced Relocation," in Mildren Kantor (Ed.), Mobility and Mental Health, D. Van Nostrand, in press.

This study investigates the effects of forced relocation (due to an urban renewal project) upon the psychological adjustment of lower-status women from an urban area. The most important factors determining post-relocation adjustment were found to be evidences of preparedness for change. (The greater the preparedness, the greater the adaptation.) One important variable which affected both resistance to change and post-relocation adjustment concerned the nature of the social relationships the individual had in the community. A large number of individuals studied had close-knit "network ties" in the neighborhood and, for them, relocation represented both a physical move and an unwanted social change to which adjustment was difficult.

Gordon, Margaret S. Retraining and Labor Market Adjustment in Western Europe, Office of Manpower, Automation and Training, U.S. Department of Labor, July 1964.

This report is basically a thorough recounting of European experience in the area of retraining the unemployed. The countries included in the study are Belgium, France, West Germany, Italy, the Netherlands, Sweden, and the United Kingdom. The retraining policies, legislation, and actual practice of each country are reported in detail. The author points out that European experience is not directly translatable to the American problem because of the different labor market conditions in Europe. In general, the European retraining programs operate under much tighter labor market conditions than exist in the United States.

The author finds that European retraining programs have resulted in much higher placement rates than have been experienced in the United States. This may be attributed to several factors. First, many countries limit retraining to those workers who will be easiest to employ at the completion of their courses, i.e., younger and better educated workers. Second, most countries allow training courses to run for longer periods of time than are allowed in the United States, so that the workers can receive more complete training in the trade for which they are preparing. It is possible for the European courses to run for longer periods of time because the training allowances are much more substantial than those allowed in the United States, sometimes as much as 80 percent of the trainees' previous income. This high rate for training allowances is also a factor in attracting more of those eligible for retraining to the programs, decreasing the

attrition rate. The author also finds that the retraining programs in Europe have recently been opened to persons other than those who are involuntarily unemployed; that is, a person may enroll in a training program in order to raise his level of skill either in his own trade or to move into another. This has been possible largely because of the nearly full employment in Western Europe, but it is a program that should be considered in the United States as we move toward a full employment economy and a tighter labor market. This type of program also requires that the training allowances be attractive enough to allow the worker to support himself and his family.

The report includes very little data on the attitudes and motivations of the workers, but one gets the impression that retraining is much more favorably evaluated by the European worker, possibly because retraining is much more attractive financially in Europe than it is in America, and also possibly because retraining programs have been a fixture in the mechanism of European labor market adjustment since the early post-war years.

The study is valuable in terms of the information that it provides with respect to economic measures which may improve the effectiveness of retraining programs in America, but it does not supply information that would be useful to a psychologist.

Hartman, C.W. "Social Values and Housing Orientations," Journal of Social Issues, 1963, 19, 113-131.

The purpose of this study is to assess the "meaning and functional importance that so-called slum areas have for their inhabitants" in order to reassess physical standards in terms of personal values and living patterns. The data were obtained from questionnaires, surveys, and observation of 473 female household members in Boston's West End. At the time of the study, this area was part of a proposed slum clearance and urban renewal project and was populated primarily by first and second generation American working-class families.

The reported results deal primarily with the attitudes of the slum residents toward their own housing situation. A great majority of the sample reported liking the apartments in which they lived (78 percent) while only 13 percent expressed unqualified dislike. Data also indicate that most of the inhabitants could have lived in better neighborhoods if they had desired. Sixty-three percent of the sample devoted less than one-sixth of their total income to housing and 20 percent less than one-tenth. In many cases the apartments contrasted favorably with the condition of the building and 80 percent of the sample had furniture which was in "good condition" and apartments which were rated "neat and clean." Some relationship was found between satisfaction and condition of the apartment with 89 percent of those living in "good housing" liking their apartments while 69 percent living in "poor housing" expressed satisfaction.

More important than the condition of the housing in the occupants' satisfaction with the apartments was the people's social values with respect to the neighborhood. Seventy-six percent of the people expressed unreserved positive feeling about the neighborhood while only 10 percent expressed unqualified negative feelings. The qualitative nature of these positive feelings contrasted with attitudes toward apartments in that the former were described in affective and emotional terms while the latter were given in primarily descriptive comments. Considerable attachment to the area was also found in terms of residence (295 cases had lived in West End at least 15 years) and intra-area mobility (50 percent of the long-term residents had changed apartments within the West End within the last ten years).

Social values also related to the individual's feelings about his housing. Ninety-eight percent of the respondents with good housing and 86 percent of those with poor housing who liked the neighborhood also liked their apartments. Of those who did not like the area, 59 percent with good housing and 38 percent with poor housing liked their apartments. Very similar results are found for amount of contact with neighbors and size of the extended family in the area.

Further evidence for the notion that personal ties to the neighborhood were more important than dwelling conditions came from a sub-sample of 41 cases who had lived in the area for more than ten years. Of this sample, 41 percent had experienced additions of from one to five children, while in an additional 29 percent the number of family members had remained stable but the children went through significant age changes. The author believes that this large a proportion would not remain in the same dwelling despite changes in household size and age composition without powerful "pulls" in the direction of stability.

While the conclusions drawn from the data may be in some cases suspect and while the sample is limited both in sex of respondent (female) and ethnic and area composition of the group, it is important in that it indicates that variables other than objective living conditions influence the individual's conception of the desirability of the neighborhood. In so far as amount of contact with neighbors and number of relatives living within an area affect the person's attitudes toward the neighborhood, they may also be found to relate to resistance to change and relocation.

Hyman, H.H. "The Value Systems of Different Classes: A Social Psychological Contribution to the Analysis of Stratification," in R. Bendix and S.M. Lipset (Eds.), Class, Status and Power: A Reader in Social Stratification, Glencoe, Illinois: The Free Press, 1953, 426-442.

This article presents information from a variety of studies relevant to the hypothesis that the lower classes have a system of beliefs and values which reduce the voluntary actions "which would ameliorate their low position." Data is presented on the following attitudes: (1) Attitudes toward education; a positive relationship exists between the value placed on higher education and the class or status position of the individual.

This relationship holds for both the educational aspirations of parents for their children and the educational aspirations and desires of adolescents. (2) Motivation to advance in the economic structure; data from this section indicate that lower class individuals show greater preferences for secure jobs with few elements of risk involved, while individuals of the middle and upper classes tend to prefer congenial jobs involving both greater risk and greater opportunity of advancement. For instance, 60 percent of factory workers indicated that they prefer a low income but secure job to a high job with greater risk, while only 26 percent of professional and executive persons chose such an alternative. (3) Beliefs in opportunity; factory workers are less optimistic about possibilities of advancement than are professionals or executives and also are less likely to believe that personal initiative (quality of work, energy, and willingness) is an important factor in job advancement than are professionals and executives. (4) Altered forms of striving for success; there is some indication that lower class individuals place greater value on lucrative or secure positions that are otherwise distasteful to the majority (e.g., nightclub singer, politician, undertaker) than do upper class individuals. (5) Reference group processes and the deviant case; data indicate that the reference group of the individual may be a more powerful determinant of attitudes than class factors (e.g., reference group as inferred from parental occupation).

In general, this is a very well done analysis of class attitudes and should be valuable both in terms of references and hypotheses. An attempt is made to use only studies of generalizable scope and to present possible conclusions which can be drawn from the data.

Komarovsky, Mirra The Unemployed Man and His Family, the Institute of Social Research, New York: The Dryden Press, 1940.

The author reports the results of a study in which field interviews of 59 families were obtained. The major purpose of the study was to ascertain the relation between a man's authority and his role as economic provider for a family. The study was conducted in the winter of 1935-1936 with the assumption that, if authority was based upon the man's economic prowess, the loss of that prowess by unemployment should lead to a loss of authority. Interviews were then obtained to establish whether or not men had experienced losses of authority subsequent to unemployment during the depression.

The families to be interviewed were selected from lists supplied by the Emergency Relief Administration in a large industrial community near New York City. The families were selected according to the following criteria: (1) protestant, (2) head of the family, either skilled laborer or white-collar worker, (3) entire family living together, (4) at least one child over 10 years of age, (5) father the sole provider of income before unemployment, (6) father unemployed at least one year. It was not possible to keep strictly to these criteria and some families who deviated were included in the interview sample. The extent of deviation

is reported in an appendix. Of the 89 families contacted, 30 refused to participate in the study.

In the 59 participating families, three interviews were taken, each privately: One with the father, another with the mother, and a third with a child, usually the oldest. The interviews ranged from two to four hours in length for adults and usually about one hour for children. No notes were taken during the interview; notes were dictated after the completion of the interview.

For purposes of this study, "authority" was defined as the "relative power exercised by one individual over another." The deterioration of authority was defined as a "decline in the willingness of the family to accept the father's control whether or not he succeeded in maintaining it by added coercion."

In order to ascertain changes in authority, the interviewer proceeded by discussing various spheres of life activity and within each sphere eliciting information concerning changes that had occurred during the depression, whether or not these changes were due to the depression, and specific instances of these changes. Interviewers were instructed to follow up any leads where conflict was indicated for possible changes in relationships and to probe these changes for implications of change in authority. The interviews were then analyzed for change in authority and if change was found, a method called procedure of discerning (presented in an appendix) was used to ascertain causality.

The results of the analysis show that in 13 of the 59 families the father had suffered a loss of authority as a result of unemployment. These 13 cases can be broadly placed in four categories: (1) crystallization of an inferior status, (2) breakdown of a more or less coercive control, (3) weakened authority of a husband over a loving wife, (4) deterioration in the husband's personality since unemployment. The interviews were also analyzed to determine the relation of predepression husband-wife relationship to loss of authority. It was found that if the wife's acceptance of the husband's dominance was based on either love or traditional acceptance of a patriarchal structure, there was little change in authority during unemployment. However, where acceptance of authority was based on the instrumentality of such acceptance, deterioration of the husband's authority was frequently found.

The husband's behavior during unemployment emerged as another important factor related to loss of authority. Deterioration of the husband's personality was present in seven of the cases where loss of authority had occurred and the proportion of those who experienced loss of authority was much higher among those who had also experienced personality deterioration than it was among those who had not. The most favorable combination of variables for preservation of the husband's authority was for that authority to be based on love and for the husband to show no personality deterioration.

The relationship of the unemployed father to his children was also examined. In general, it was found that control was maintained over children who were under 12 years of age, but control was more likely to be lost over adolescent children. It was particularly hard for fathers to maintain control over adolescents who were employed.

The major criticism of this study is that the generality of its findings is severely limited. This is due to two factors: (1) the circumscribed population from which the data were obtained, (2) the fact that one-third of the families contacted refused to take part in the study. These two factors combined result in a sample having those characteristics specified formally and the additional, and uncontrolled, characteristic of being willing to take part. The method of data collection, taking no notes and later dictating the interview, must also be viewed critically as a source of unreliability. Finally, the subjective and phenomenological approach used in analyzing the data are open to all the usual criticisms of such techniques, including unreliability and experimenter bias.

Lazarsfeld-Jahoda, Marie & Zeisl, Hans Die Albeitlolosen Von Marienthal, Psychologische Monographien, Osterreichischen, Wirtschaftspsychologischen Forschungsitelle, Leipzig: Verlog von S. Hirzel, 1933.

The entire population of Marienthal, 478 families as of January 1, 1932, was studied by an investigating team whose members held functional positions in the town so as to avoid suspicion. A file was prepared on each family and a data sheet was prepared for each individual inhabitant. Detailed life histories were obtained on 32 men and 30 women. Eighty individuals filled out a questionnaire asking for an hourly account of daily activities. Observations of the ongoing life of the community and reactions to unemployment were made during active contact with the population and by asking specific questions of key members of the community. However, data on household statistics were obtained in only a few cases due to technical difficulties.

The data collected were analyzed in an attempt to answer questions concerning the attitudes of the population toward unemployment, personal reactions, means used to combat unemployment, attitudes toward substitute work and emigration, and attitudes toward relief. The effects of unemployment were also studied, specifically, effects on physical condition, school achievement, crime, and family relationships.

The authors derived three categories for classifying the families of Marienthal with respect to attitude toward, and effects of, unemployment. These were: (1) Unbroken--characterized by keeping up the household, taking care of the children, subjective well being, activity, plans and hopes for the future, preserved lust for life, and repeated attempts to secure work. (2) Resigned--characterized by no plans, no relationship to the future, maximal reduction of all needs going beyond the management of the household, but at the same time keeping up the household, taking care of the children, maintaining a feeling of relative well-being. (3) Broken--characterized by: [a] desperate--household kept in order and children cared for, but otherwise characterized by despair, depression, hopelessness, feelings of futility and thus no more search for work, no attempts at improvement, and frequently recurring comparisons with the better past; [b] apathetic--dwelling and children are unclean and uncared for, mood is not desperate but rather indolent, characterized by simply looking on without energy, feeling that economy is irrational.

The authors find the families of Marienthal distributed as follows: Unbroken--23 percent; Resigned--69 percent; Broken--8 percent (2.3 percent desperate, 5.7 percent apathetic). This distribution is positively correlated with the present economic situation of the families.

The authors find that the forced leisure of unemployment is not used constructively, but that it leads to a loss of the sense of time and almost complete inactivity. Women, however, do spend time carrying out household tasks.

No conclusion could be reached as to who will bear up better under the new condition of poverty. The authors find that previous economic position is not a good predictor of reaction to unemployment. There is, however, some indication that families who previously had a relatively high income were more likely to belong to the Broken group than to the other categories.

It should be noted that 60 persons had emigrated since 1930. Forty-seven of these were under 40 years of age and 27 were under 30. Since these young men were probably the more energetic of the population, their reactions would probably be quite different from the reactions of those who remained. The results obtained must, therefore, be interpreted as the attitudes and reactions of the non-mobile population of Marienthal.

O Michigan Employment Security Commission, "Detroit Area Manpower Development Pilot Project," mimeographed report, Research Report No. 1, 1964.

This is a first report on a project conducted by the Michigan Employment Security Commission with financial and technical assistance provided by the United States Employment Service, U.S. Department of Labor. The purpose of the project is to investigate the long-term unemployed individual by the means of intensive individual interviews. This report primarily deals with the background, methodology, and procedures of the study and only briefly presents some preliminary results and implications. The sample was limited to those Detroit workers continuously unemployed for a period of 26 weeks or more preceding the study (which began in early 1962). From a population of 15,500 unemployed meeting the study criteria, 4,699 individuals were selected for a sample which was to be interviewed and given individual help, while 1,010 individuals comprised a control group which is to be compared with the sample group. The interview schedule included questions on employment history, job attitudes, self-attitudes, interpersonal relations, and other relevant areas. At the time of this report, 2,131 initial interviews averaging 2-1/2 hours apiece had been conducted. A number of subsequent counseling interviews and the administration of the General Aptitude Test Battery have also been administered. After the administration of the counseling interview, individual plans of action are devised.

One purpose of the study is to develop a means by which potential hard-core applicants can be identified when they first become unemployed so that remedial steps may be taken immediately. Another is to investigate

the effects of long-term unemployment of the individual while a third is to propose remedial methods for dealing with the problems of the frequently unemployed. Some preliminary suggestions for meeting the problems are given which include such measures as obtaining more detailed information on the individual's work history (e.g., 25 percent of the sub-sample could be reclassified, i.e., they had training or experience in jobs which they did not report on their standard application blanks), training in the techniques of seeking work, and conducting themselves during interviews and referral to other agencies for financial, mental, or physical aid. The report suggests that each case be treated individually and solutions be devised to meet the needs of the individual.

Preliminary analysis suggests the following picture of the hard-core unemployed: They are confused by the situation they find themselves in and feel a loss of dignity. Their self-image, in relation to the work world, is very poor and they feel themselves to be social outcasts. In regard to relocation, over 50 percent indicated a willingness to relocate if a job could be secured. Nearly 90 percent indicated an interest in retraining.

On the whole, the survey seems to be very adequately designed and should provide a valuable source of information on the psychological characteristics of the unemployed when it is completed.

Paterson, Donald G. & Darley, John G. Men, Women, and Jobs, Employment Stabilization Research Institute, Minneapolis: The University of Minnesota Press, 1936.

This monograph reports the results obtained from analyzing the records of some 8,000 employed and unemployed workers. Each worker supplied data on intelligence and performance tests, physical condition, work history, educational background, and family history. The intelligence and performance tests used were: (1) Pressey Senior Classification Test, (2) Pressey Senior Verification Test, (3) Minnesota Vocational Test for Clerical Workers, (4) O'Connor Tweezer Dexterity Test, (5) Minnesota Manual Dexterity Test, (6) Minnesota Mechanical Assembly Test, (7) Minnesota Spatial Relations Test.

Two vocational interest tests were used: (1) Strong Vocational Interest Blank, (2) Manson Woman's Occupational Interest Blank.

Other tests used from time to time for research and diagnostic purposes were: (1) Bernreuter Personality Inventory, (2) McAdory Art Test, (3) Meier-Seashore Art Test, (4) Ishihara Color Blindness Test, (5) Seashore Musical Talent Test.

Results obtained from comparing early unemployed, late unemployed, and employed workers during the depression are essentially identical to those reported by Darley and Paterson (1934).

The Research Institute found, among the unemployed workers, that the need for retraining or additional occupational training was relatively

small, reflecting the small contribution of technological change to unemployment in the depression. Of 1,186 workers classified as not occupationally adjusted, the clinic staff recommended additional training for 501 and retraining for only 23. A sample of 189 of those persons for whom training was recommended were carefully followed up. Of those who followed the clinic's recommendations, better than 75 percent successfully completed training while fewer than six percent were totally unsuccessful. Of those workers who did not follow the recommendations of the clinic, 66 percent were totally unsuccessful and fewer than five percent were successful. In a training experiment conducted by the Institute it was found that tests of educational ability, clerical aptitude, and vocational interests were most useful in selecting trainees who would succeed in a program for training office workers. As a general recommendation, the authors feel that individual diagnosis of occupational training needs provides the best means of attaining occupational adjustment and employment.

One persistent theme in this book is that a diagnostic approach, which utilizes information about the abilities and interests of the worker and matches these, skillfully, to the requirements of available jobs, provides the best means of remedying unemployment. This conclusion is supported by case study data and buttressed by the well-founded observation that level of education attained is not a perfectly valid indicator of intellectual ability, so that measurement and diagnosis must precede recommendation in almost every case.

Much data is reported on validation studies of aptitude and ability tests, validation of rating schedules and other measure of worker efficiency. These studies are of a very specific nature, dealing with circumscribed populations and tests of specific abilities.

The book is most valuable for its articulate presentation of the position that individual diagnosis and individual programs for training, retraining, or subsequent employment result in more employment and superior occupational adjustment. The specific studies reported in the book are well done but of limited applicability due to specificity of sampling and amount of time since the studies were completed.

Rundquist, Edward A. & Sletto, Raymond F. Personality in the Depression, University of Minnesota, Institute of Child Welfare, Minneapolis: University of Minnesota Press, 1936.

The chief focus of the research reported in this monograph was the development and application of instruments for the measurement of effects of the depression on the personalities and family life of adolescents and young adults. The authors adopted the Likert scaling technique for the development of scales to measure: (1) general morale, (2) inferiority feelings, (3) family relationships, (4) respect for law, (5) economic conservatism, (6) attitude toward the value of education. The scales were developed on a group of 72 men and 112 women who were junior students in sociology at the University of Minnesota. Items for the final scales were selected on the basis of the item's ability to discriminate between

the highest and lowest quartiles of the distribution of total scores for that scale. The mean item score for persons in the lowest quartile of the total score distribution was subtracted from the mean item score of persons in the highest quartile. This value was called the "scale value difference." Twenty-two items were selected for each scale, those items having the highest scale value difference being included in the final scale. The only departures from this criterion were made in order to balance the number of positively and negatively stated items. In the final form all six scales were combined into one schedule with items appearing in random order, except that each sixth item was from the same scale; i.e., items 1 and 7 are from the general morale scale.

In addition to the investigation of personality during the depression, the scope of the study expanded to also include an investigation of the methodology of scale construction. Thus, much of the data reported bears upon problems of methodology and scaling theory. This annotation will consider such data only insofar as they are relevant to our main concern.

The final scales were administered to a wide range of groups: (1) 100 males and 100 females from the University of Minnesota General College, (2) 100 males and 100 females from the University of Minnesota enrolled in Sociology 1 in the College of Science, Literature, and the Arts, (3) 100 males, first year law students at the University of Minnesota, (4) 60 male students receiving federal aid, (5) 10 male and 11 female employed high school teachers, (6) 37 male and 34 female University High School juniors, (7) 359 male and 383 female Minneapolis public high school seniors, (8) the entire population of 346 males and 678 females enrolled in Minneapolis public evening schools, (9) the entire population of 152 males and 260 females enrolled in classes for the unemployed, (10) 52 males receiving public relief. It should be noted that most of the subjects in group (8) and (9) were high school graduates. Subjects in group (8) were somewhat older (median age 24) than group (9) subjects (median age 20). Also, virtually all persons in group (9) were unemployed while 30 percent of group (8) were unemployed and 12 percent to 15 percent were employed part time. Apparently none of these subjects [except group (10)] had been severely affected economically. From the above groups a controlled sample of 100 of each sex were chosen from the high school seniors, the employed of the Minneapolis public evening schools, and the unemployed of the day and evening schools combined. The controlled sample was constructed so as to approximate the distribution of parental occupations in Minneapolis.

The most striking difference between the employed and the unemployed in the controlled sample is that the unemployed are significantly more discontented with the economic order. This difference is confined to the male sample; females from the unemployed group did not differ from the employed females with respect to satisfaction with the economic order. The unemployed who were receiving public relief also displayed their discontent with the economic order, as measured by this scale. The unemployed men also show lower morale than the employed, with the older men on relief showing more discouragement than the younger unemployed attending classes. There were no differences between the groups on feelings of inferiority or attitudes toward the family. The unemployed were found to score less well than the employed on a scale of general adjustment which was developed using some items from all six of the original scales.

The split half reliability of the scales is acceptably high, ranging from .78 to .88 corrected by the Spearman-Brown formula, with test-retest coefficients being in the same range. While reliability is reasonably well established, the validation of the scales is rather sketchy and no conclusive evidence is offered. The face validity or content validity of the scales is, of course, readily apparent.

The major criticism is with regard to sampling. All groups, with the exception of the men on relief, were rather more highly educated than the general population, thus the usefulness of the results obtained is quite limited. Indeed, it is surprising that any differences at all were found between such similar groups. It may be a tribute to the sensitivity of the scale that it was able to detect differences between the employed and unemployed in the controlled sample.

In general, then, this is a thorough, well done study, but one of limited application due to the nature of the sampling. It would have been extremely valuable to have applied these scales to a wide range of groups, encompassing those who suffered severe economic hardship as well as those who did not.

Shain, I.J. The Disabled Welfare Recipient: A Rehabilitation Challenge, Bureau of Vocational Rehabilitation, State Department of Education, Sacramento, California, 1957.

This is a statistical analysis of the characteristics of all welfare cases closed by the Bureau of Vocational Rehabilitation during the fiscal year, 1956. Seven hundred and seventy-three cases were closed as rehabilitated while 904 cases were terminated other than rehabilitated. Most of the findings are based on comparisons of these two groups. Numerous detailed statistical tables are presented.

The major differences between groups are that the cases closed rehabilitated have a higher educational achievement and are more likely to have a stable family relationship. Furthermore, clients with substantial employment histories and young clients who had never worked were more successful in rehabilitation than clients with irregular employment histories. Also, clients whose disability was incurred between ages 10 and 29 were more likely to achieve success than clients who were congenitally disabled or incurred disability after age 40. The major reason for closing a case before rehabilitation was that the disability was too severely limiting; second most important were problems of motivation and personal adjustment.

The clients who succeeded in completing rehabilitation programs present a quite favorable picture. Fifty-seven percent were earning $50 a week or more and only 13 percent were earning less than $30 a week, and these had favorable prospects for increased earnings. The median cost to the agency for successful rehabilitation was $519 and the median time between acceptance and closure rehabilitated was 21 months. Three-fourths of those rehabilitated were working in jobs for which they had been specifically trained or in closely related jobs. Finally, in a two-year follow-up, 90 percent of the rehabilitated were still off public assistance.

In addition to the above analysis, a group of rehabilitation clients who had not received public assistance were compared to the clients discussed above. It was found that those clients not receiving welfare had better success records than the welfare clients. This is probably due to the fact that the non-welfare client possesses, to a greater degree, those characteristics mentioned above which are positively related to success in a rehabilitation program.

This study is well done and cannot be criticized in terms of its sampling and analysis. The major criticism is that the author does not present the techniques by which this impressive record of rehabilitation was attained. Selection procedures and criteria for terminating cases are not reported. Thus, it is not possible to accurately evaluate the program or to gain knowledge which would be applicable to a program of retraining.

Sheppard, H.L., Ferman, L.A., & Faber, S. Too Old to Work, Too Young to Retire: Case Study of a Permanent Plant Shutdown, Washington: United States Government Printing Office, 1960.

This study deals with the effects of the Packard Automobile Plant shutdown (1956) upon the blue-collar workers affected by it. Two samples of workers previously employed by Packard were interviewed. One sample, consisting of 184 interviewees, was taken in 1957. The second set of interviews (with 310 former employees) was made in 1958. About 90 percent of the individuals in the samples were 40 years or older and at least 90 percent of both samples had accumulated at least 16 years of seniority at Packard.

Briefly, some of the areas on which the workers were questioned and the results of the interviews are as follows: (1) Opinions on the cause of the shutdown; e.g., 50 percent of both samples cite management as a cause. (2) Questions on new employment of the interviewee; 78 percent of both samples received some work after the shutdown but 17 percent of the 1957 sample and 34 percent of the 1958 sample receiving work had lost their jobs again (only 44 percent of the 1958 sample were still working). Skill level and age were important factors in being reemployed elsewhere, with the younger and more skilled workers more likely to find work. (3) Questions regarding the kinds of jobs the workers obtained. In all job classifications, between 50 and 60 percent of the respondents obtaining jobs obtained them at the same or lower levels. Other losses appeared in job characteristics like less desirable hours. Lower status jobs also appeared to affect "morale" (e.g., feelings of usefulness and satisfaction) as 54 percent of the previously semi-skilled workers who were currently employed in semi-skilled positions had "low morale" while 68 percent of these workers now in unskilled positions and 70 percent of those unemployed had low morale. (4) Questions on the effects of shutdown on expenditures; e.g., 18 percent of the respondents indicated receiving help from friends and relatives. (5) Questions concerning the workers' expectations of the role of government, the union, and management in solving their problems.

For example, 87 percent of the sample felt the government should provide Packard with more defense contracts, 86 percent felt the government should find jobs for them in other places, and 45 percent of the sample thought the government should pay their expenses to a new job. Only 15 percent thought the government should stay out of it. (6) Questions concerning the social psychological impact of the shutdown. These questions consisted of an "anomie" questionnaire (e.g., feelings of helplessness and depression) and also questions on the individual's trust in the government and his trust of others in general. The results showed a relationship between length of unemployment and respondents attitudes with those individuals being unemployed a longer time showing greater anomie and less trust than those who were unemployed a relatively shorter time. (7) Questions on job aspirations. The data indicated that over 60 percent of the sample had little interest (past or present) in job training. In general, the job aspirations of the sample were low, with 70 percent of the sample indicating a manual working class job as the job they would really like to have.

The results of the study are limited in the sense that the sample was restricted to older factory workers in the Detroit area. Results indicate that many of the workers had developed strong ties both to their place of employment and to the community (by means of home ownership, etc.). Reactions to job loss may be more extreme under such conditions than under circumstances where such factors are not present. In general, however, the study appears to be carefully and adequately done and should be generalizable at least within the sample limitations.

Somers, G. "Labor Recruitment in a Rural Depressed Area," Monthly Labor Review, 1958, 81, 1113-1120.

The author discussed problems involved in locating a newly established industry in a rural depressed area. The data which was provided by an analysis of the work force available to a corporation in Jackson County, West Virginia, indicates: (1) It would be necessary to transfer professionally trained and managerial personnel from other plants as such personnel are not available in a depressed area. (2) Young, educable workers already have migrated from the area and many of the unemployed would not be acceptable to a "high-wage firm" because of limitations of age, skill, etc. (3) The major labor supply would come from individuals who quit local non-manufacturing jobs and from those workers who previously moved away to seek new employment and who would be willing to commute long distance or move back into the area.

An interesting study as it brings out the possibility that relocation of industry in a depressed area would not solve the problems of the long-term unemployed.

Stein, Robert L. "Work History, Attitudes and Income of the Unemployed," Monthly Labor Review, December 1963.

Data reported in this article are based on a survey in April 1962, conducted for the Bureau of Labor Statistics by the Bureau of Census. The sampling scheme included all 50 states and the District of Columbia. The most relevant findings are those concerning the attitudes of the unemployed toward occupational and geographic mobility. Among the group or workers who anticipated recall to their previous jobs, 80 percent would accept a new job in the home area, but only 26 percent would definitely take a job offered in another area of the country. Of those not expecting recall to their former jobs, only 27 percent would definitely accept a job in another part of the country. Those who would not accept a new job in another part of the country gave as a predominant reason family and home ties in the present community. Those most willing to move were men under 45 and not expecting recall. Also, duration of unemployment was slightly related to willingness to move, with those who had experienced the longest unemployment being slightly more willing to move to another part of the country.

U.S. Department of Commerce, The Cost of Geographic Mobility, Economic Redevelopment Research, Area Redevelopment Administration, April, 1964.

A breakdown of the costs of moving, showing that moving is not very costly, even relative to the income of the people who move. The data do suggest, however, that there are some groups for whom moving is a costly venture. These are the middle aged, who have a family and who have accumulated a number of possessions. The report states that financial assistance to these groups should improve their willingness to move to distant labor markets.

U.S. Department of Health, Education, and Welfare, Training the Hard-Core Unemployed (an Interim Report), Monograph No. 13, 1964.

This project was carried out at the Norfolk Division of the Virginia State College. A group of 200 hard-core unemployed were selected for the project from applicants who responded to public notification of the program. These men were then assigned to one of four groups for a period of one year:

Group A -- Main experimental group; received technical training, general education, systematic group counseling, and personal counseling as needed. Paid $25 per week.

Group B -- Subsidiary experimental group; received only technical training, systematic group guidance, and personal counseling as needed. Paid $25 per week.

Group C -- Main control group; received no training but received systematic group guidance and personal counseling as required. Paid $5 at beginning, $10 at middle, and $10 at end of training period.

Group D -- Received counseling if it was solicited. Paid $5 per month.

Selection was based, in part, on the General Aptitudes Test Battery (GATB), but applicants who fell below the qualifying score used on other MDTA projects were accepted for this project. Data from Groups A and B, after six months of training, show that only 22 percent of those who failed GATB were making grades lower than C. Dropouts from Groups A and B were avoided first by intensive counseling and then by increased financial assistance. No dropouts occurred after the stipend was increased.

More data will be gathered at the conclusion of training of Groups A and B and in a one-year follow-up. See also: Brazziel, William F., Factors in Workers' Decisions to Forego Retraining Under the Manpower Development and Training Act, U.S. Department of Labor, Office of Manpower, Automation and Training, June 1964.

U.S. Department of Labor, Manpower Research and Training, a report by the Secretary of Labor, March 1964.

A report of the training and research activities of the Department of Labor carried out in 1963 under the provisions of the Manpower Development and Training Act. A cursory review of the research either done by the Department of Labor or under contract to research organizations is given. Many of the projects mentioned in the chapters on research are included in this bibliography.

Wilcock, R.C. & Franke, W.H. Unwanted Workers, New York: The Free Press of Glencoe, A Division of the MacMillan Company, 1963.

These authors report a series of studies dealing with the effects of unemployment induced by the shutdown of five plants: The A B C Laundry Products manufacturing plant in Peoria, Illinois; three Armour meat packing plants in East St. Louis, Illinois, Columbus, Ohio, and Fargo, North Dakota; and the Armour plant in Oklahoma City. The shutdowns occurred in mid-January 1959, July 1959, and July 1960, respectively.

Design: All five studies derived data from two main sources--a mail questionnaire sent to all bargaining unit employees eligible for separation pay, and personal interviews obtained from a stratified random sample drawn from the same universe. Stratification was made on sex and age in all samples and on race where there was a sufficient number of Negro employees to warrant such stratification. In Peoria and Oklahoma City a pre-shutdown survey was also conducted. Finally, a follow-up mail survey was conducted in January and April of 1962 in all five of the cities. The authors present their questionnaires and a detailed discussion of their survey procedures in two appendices.

Results: The data show that a large proportion of workers, displaced from their jobs, will experience long-term unemployment. Twenty-four percent of the A B C workers in Peoria (the minimum proportion) and 73 percent of the workers in East St. Louis (the maximum proportion) experienced unemployment of more than six months in the year following displacement, and many worked at no regular job at all. The characteristics of the workers affected the amount of unemployment experienced. The rates of long-term unemployment were higher for women, older workers, Negroes, the less educated, and the less skilled.

Workers at the A B C plant were asked for recommendations for governmental action on plant shutdowns and their responses were compared with those of the Packard workers studied by Shephard, et al. The majority of the A B C workers thought that government should either do nothing or they didn't know what the government should do. The Packard workers felt that the government should take direct action of some kind, either lower taxes, give the company more defense contracts, or take some other kind of action.

Data are presented which bears upon the question of mobility. Responses from the personal interview data show that a substantial majority of workers would be willing to move to another Armour plant if they could retain the same rate of pay. This question was of a hypothetical nature though, so it is not possible to state how many of the workers would actually move if given the opportunity. The in-plant survey at Oklahoma City showed a distinct reluctance to move to a distant city when given a choice between a job in the distant city at their current rate of pay or a local job at a 40 cents per hour reduction in pay. Economic incentives, in this hypothetical case, were effective in increasing the proportion of workers who said that they would move, the incentive could either be an increase in pay of 40 cents per hour, or the payment of moving expenses. Difficulty in finding suitable employment lead to greater readiness to move to another city for a job with the same company, thus the workers in East St. Louis were more interested in a transfer than were the workers in Peoria where the labor market was more favorable. Finally, home ownership is the major deterrent to moving, with older workers being even more reluctant to move.

Some data are also presented that bear upon the question of occupational mobility. Almost all workers preferred to remain in a manufacturing job, but only a few were able to do so. The A B C workers experiences the least difficulty in finding a job in a durable goods industry, indicating a higher degree of transferability skills. The Armour workers had greater difficulty finding their desired kind of work, and the majority were forced to accept non-manufacturing jobs. In a pattern similar to that of unemployment, it was found that women, older workers, Negroes, and lower skilled workers had more difficulty in obtaining the desired kind of work and had to move into jobs in service industries or low paying government jobs. In general, most workers had to take a down-grading in both skill level and salary, and felt a general dissatisfaction with their new jobs. Even so, they were pessimistic concerning their chances of obtaining better jobs, and felt that the jobs they now held were permanent.

An effort was made to retrain some of the unemployed after the Oklahoma City shut-down. The results of this experiment were reported by the

authors. In general, the program was only moderately successful. About 60 percent of the unemployed reported for the preliminary testing and 65 percent of those were rejected. The subsequent employment record of the trainees is not impressive. In fact, they experienced more unemployment than the rest of the Oklahoma City group. Several factors account for this. The training allowance was limited to only $150, a majority of the trainees were Negroes and women and particularly hard to employ in the Oklahoma City labor market, and training was of such short duration that no well rounded set of skills could be obtained. This experiment should not be viewed as evidence against the efficacy of retraining programs, since it obviously was not of adequate scope. What it does show is that retraining programs should be undertaken only after careful study of the labor market into which the trainees will be sent, and that retraining programs must be of sufficient scope so that trainees are well prepared for the jobs they seek.

In connection with the general problems of retraining and relocation, the authors discuss some of the programs being used by European countries. Of particular interest is the program of Sweden, in which a central authority, the Royal Labor Market Board, has been given broad, flexible powers to deal with all phases of the problem of unemployment.

Criticism: These studies have been adequately designed for the purpose of providing demographic data about the displaced workers in these five communities. The sampling scheme for the personal interviews was adequate and the response to the mail questionnaires was very large and insures an adequate and accurate picture of the workers who became unemployed by reason of these shutdowns. It must be remembered that these workers may not be typical of those in other regions, and that conclusions drawn on the basis of these studies may not be valid in other areas. The studies are of limited applicability to the problem of retraining the unemployed because of the fact that retraining was offered in only one case, and because government programs of retraining were not yet in effect and the workers' attitudes and responses to such programs could not be measured.

The large response to the retraining program in Oklahoma City may be viewed as evidence that retraining programs will be well accepted, but the high rate of rejection of applicants must be considered as evidence that such programs will have to be adjusted so that trainees can acquire basic educational skills as well as vocational training.

In summary, the findings of the study should be reliable, although of limited applicability due to geographic limitations and to the fact that the questions really relevant to the problem of retraining could not be asked.

Zawadski, B. & Lazarsfeld, P. "Psychological Consequences of Unemployment," Journal of Social Psychology, 1935, 6, 224-250.

An analysis of selected autobiographical accounts. Discusses the way of life, emotional attitudes, and outlook of the unemployed. Major points of interest are the findings that: (1) the unemployed spend most

of their time looking for work, (2) they are distressed by being on the dole and long to be self-sufficient.

The findings are weakened by several factors: (1) the phenomenological approach which yields data of questionable reliability; (2) the sample was comprised of people who responded to an advertised contest sponsored by the Institute for Social Economy in Warsaw, Poland. Two-point-five biographies per thousand unemployed were received and seven percent of these were analyzed for this article; (3) the data were collected in the early thirties.

This study is directly relevant but the findings should not be considered reliable.

The following references were selected from the almost infinite supply of journalistic and editorial comments and from the nearly equal number of surveys reporting demographic data on the unemployed. It is the authors' opinion that the following references are a sufficient sampling of this type. It is also our opinion that the scientific worth of the following references and their relevance to the problem under consideration is much less than the relevance and worth of the items in the first section of this bibliography.

"Are Displaced Worker Plans a Flop?" Factory, January 1962, 75.

This is a brief journalistic report of the General Electric Company, Schenectady, New York, retraining plan and the Armour and Company plan. Relevant information concerns the fact that few workers took advantage of the retraining plans. Severance pay was seldom used to seek new jobs or to move to a new area.

Much more valuable information on these plans will be found in reports put out by those intimately connected with them. Both the shortness of this article and its obvious bias make it suspect.

Armour's Tripartite Automation Committee, Progress Report, Monthly Labor Review, 1961, 84, 851-857.

Excerpts from a report of a committee that included members from Armour and Company and two unions. It presents a summary of methods employed to help unemployed Armour workers along with demographic data on the employees and the effects of the program. It also includes a statement by the Unions on points of disagreement with the program. (For a more complete report of the Armour and Company program, see the book Unwanted Workers by R.C. Wilcock and W.H. Frank.)

Auman, F.A. "Retraining--How Much of an Answer to Technological Unemployment?" Personnel Journal, November 1962, 4, 505-507.

The author states that, for all purposes, retraining is synonymous with upgrading. He cites evidence from the Armour Company and Bridgeport, Connecticut, retraining programs on the proportion of people who qualify (via aptitude testing) for the retraining program. He concludes that one question that has yet to be answered concerns the problem of what to do with the large number of individuals who do not qualify either because of very little basic education and/or ability.

Not very useful but does bring up problems regarding the relevance of retraining to those who need it most.

Canan, James W. "A Second Chance for Ninety Men in Norfolk," The Reporter, July 16, 1964, 31, 34-36.

A literary rather than scientific report of a retraining project at Norfolk, Virginia. The project included basic education as well as vocational training, pioneered with regard to increased training allowances for workers in need and allowed part-time work during training. Resulted in 70 of the 90 trainees finding work.

Clague, Ewan "The Economic Setting for the Manpower Training and Development Program," presented at the First Conference on the Manpower Development and Training Act of 1962, New York, New York: New York University, September 12, 1962.

Relevant points: (1) Higher unemployment rate for mining, forestry, and fisheries; construction; and manufacturing. (2) More long-term unemployment in upper age brackets. (3) Immobility in older workers due to fact that home ownership among workers has practically doubled in last 1/4 century; but younger workers now entering the labor force are more willing to move and do move four times as often as people over 45 years. Job guarantees would help with older people.

Davis, R. "Retraining the Unemployed: III. Skill Improvement Training for Electricians and Plumbers," Monthly Labor Review, 1961, 84, 1074-1080.

The author examines two craft union training programs designed to keep skilled members abreast of technological change. He primarily outlines the needs of union members which lead to the program and the technical aspects of the program itself.

Dickinson, W.B., Jr. "Retraining for New Jobs," Editorial Research Reports, 1962, II, 775-792.

A very general discussion of the problem, the legislation directed at solving the problem, and obstacles to effective solution. Most relevant point is that people eligible for retraining programs lack basic educational skills, i.e., reading, writing, and simple arithmetic. Estimates that 50 percent of the unemployed in West Virginia lack these skills and states that 50 percent of relief recipients in Chicago are functionally illiterate.

Elderton, Marion (Ed.), Case Studies of Unemployment, Philadelphia, Pennsylvania: University of Pennsylvania Press, 1931.

This is a collection of accounts of the experiences of 150 unemployed workers and their families, written from summaries of a report schedule administered by the Unemployment Committee of the National Federation of Settlements, to persons contacting the settlement houses of the Federation. No attempt is made to bring the results together, or to make generalizations about the characteristics of the unemployed.

Ericson, Anna-Stina "The Employment of Older Workers Abroad," Monthly Labor Review, 1960, 83, 270-274.

The author gives an account of the efforts of foreign governments to promote hiring of older workers. The problem is handled by policies such as: (1) recruiting and accepting older workers for government service, (2) legislation directed at specific aspects of the problem such as the establishment of flexible pension plans, (3) educational efforts directed toward employer prejudice and retraining of older workers.

"Family Characteristics of the Long-Term Unemployed," Labor Market and Employment Security, April 1962, 18-19.

This article gives preliminary findings of the May 1961, Survey of Temporary Extended Unemployment Compensation Claimants. The reported findings were statistics concerning demographic characteristics of the claimants (e.g., 55 percent of the sample were primary or sole wage earners of their households).

Flexner, Jean A. & Ritter, Ann S. "Experience with Development Areas in Great Britain," Monthly Labor Review, 1957, 80, 557-564.

The authors give a history of Britain's development and improvement acts (which began in 1934) along with the changes in employment opportunities which accompanied their enactment.

Fried, Marc "Effects of Social Change on Mental Health," The American Journal of Orhtopsychiatry, 1964, XXXIV, 3-28.

This is a very general discussion of the problem of social change and its effect on the individual in terms of mental illness. The most relevant finding presented here is that interstate migrants, both Negro and white, have high rates of mental disorder, higher even than foreign born migrants. It may also be the case that lower status migrants experience greater difficulty in adapting to a new environment. The data from which these conclusions are drawn come mostly from survey and epidemiological studies of mental illness.

Gegan, V.F. & Thompson, S.H. "Worker Mobility in a Labor Surplus Area," Monthly Labor Review, 1957, 80, 1451-1456.

This study concentrates on amount of migration both in and out of Harrison County, West Virginia (a labor surplus area) during 1955. Results

show that, on the average, out-migrants were younger than non-migrants. Of the total number of out-migrants, 42 percent moved to other counties in West Virginia and 31 percent to neighboring states.

Gordon, Margaret "The Older Worker and Hiring Practices," Monthly Labor Review, 1959, 82, 1198-1205.

This study investigates employer attitudes toward the hiring of older workers. The author concludes that while age prejudice does play a part in discrimination against older workers, other factors such as the desire for "new blood" in a firm with a high proportion of older workers and retirement policies also contribute to the problem.

Groom, Phyllis P. "Retraining the Unemployed: I. European Government Programs," Monthly Labor Review, 1961, 84, 823-828.

This article gives brief synopsis of retraining programs in Western Europe with particular emphasis on Sweden and France.

Groom, Phyllis "Retraining the Unemployed: II. Federal and State Legislation on Retraining," Monthly Labor Review, 1961, 84, 939-943.

This article gives an overview of Federal and State training legislation.

Hauser, P.M. "Differential Unemployment and Characteristics of the Unemployed in the United States, 1940-1954," mimeograph prepared for Conference on Measurement and Behavior of Unemployment, Universities-National Bureau Committee for Economic Research, Princeton, New Jersey, 1954.

This report presents an analysis of unemployment rates between 1940 and 1954. Data presented are primarily demographic. The following are some of the typical findings reported: Female unemployment rates are usually higher than unemployment rates for males. Older and younger (under 25 years) workers are more likely to be unemployed than those in the middle age range. Unemployment rates are higher for non-whites than for whites. In regard to marital status, unemployment rates are lowest for married persons with spouses present. Rates are lowest for male heads of households and highest for relatives of the head of the household. Differential unemployment rates are also given for the kinds of industry and occupation in which the worker had been employed (e.g., unemployment rates were about average in nondurable goods manufacturing and below average in finance).

As a simple demographic survey, this report may be dated but it does tend to articulate with the major findings from other similar surveys.

Hayes, A.J. "Filling the Demand for Manpower," Monthly Labor Review, 1959, 82, 160-163.

This is a speech presented by the author at the Conference on Labor and Science in a Changing World held by the AFL-CIO. The author advocated strengthening the labor supply by such means as more generalizable training, expansion of apprenticeships, grants-in-aid to technical schools, and pension policies which allow workers to transfer pension rights from one company to another.

Knupfer, Genevieve, "Portrait of the Underdog," in R. Bendix and S.M. Lipset (Eds.), Class, Status and Power: A Reader in Social Stratification, Glencoe, Illinois: The Free Press, 1953, 255-262.

This paper presents a review of the literature dealing with the relationship between status and interest in "important areas of our culture." The results of the reviewed literature indicate a negative relationship between status and (1) participation in community affairs of all types (recreational, educational, etc.), (2) information about the "world in general," and (3) interest in material of a "serious" nature. Lower status individuals also have a greater suspicion of strangers, fewer friendship relations, and a greater proportion of their social contacts restricted to members of their "own kin." Lower status people were also found to have traveled less and to show a greater "naivete" (e.g., a higher proportion of lower status people believed in the reality of Orson Welles radio drama "The Invasion from Mars" than did higher status people).

This is primarily a review of the literature which presents a number of references (many of them early).

Kuptzin, H. "Chronic Labor Surplus Areas: Characteristics and Trends," Monthly Labor Review, 1959, 82, 1211-1217.

This is a review of labor surplus areas which gives labor market characteristics, impact of the recession, and employment trends of major industries.

Lebergott, S. "Long-Term Factors in Labor Mobility and Unemployment," Monthly Labor Review, 1959, 82, 876-881.

This article presents excerpts from a paper presented by the author giving a historical review of unemployment and mobility from 1800 until

the present. Some of the factors the author presents as inhibiting mobility are: (1) home ownership, (2) education, (3) motherhood, (4) decline of large-scale immigration, and (5) the search for security.

Mierny, W.H. "The Problem of Depressed Areas," Monthly Labor Review, 1957, 80, 301-305.

This article investigates unemployment in New England as a result of the recessions of 1947 to 1949 and 1953 to 1954. The author primarily discusses its effect upon the community and remedial efforts undertaken by State and local groups.

Muntz, R. "The Jobless," American Federationist, March 1962, 69, 1-4.

The author argues for extended unemployment benefits and the McCarthy-King Bill.

Riches, Naomi "Education and Work of Young People in a Labor Surplus Area," Monthly Labor Review, 1957, 80, 1457-1463.

This study compares high school graduates who did not go to college with school leavers (dropouts) in Harrison County, West Virginia, during the years 1952-1955. Author concludes that the vocational training of the school leavers was virtually nonexistent, their unemployment rate was higher than graduates, and a greater proportion of school leavers left the county than did graduates. Of those employed, comparable work was performed by graduates and dropouts. However, graduates on the average earned more and were more stably employed.

Riley, H.E. "Evolution in the Worker's Housing Since 1900," Monthly Labor Review, 1958, 81, 854-861.

This article gives a historical account of housing conditions and property ownership of factory workers from 1900-1950. Surveys show both improvement in living conditions and greater home ownership over the years. In 1950, 51 percent of urban workers owned their own homes, many of which were in new suburbs.

Rogoff, Natalie "Recent Trends in Urban Occupational Mobility," in R. Bendix and S.M. Lipset (Eds.) Class, Status and Power: A Reader in Social Stratification, Glencoe, Illinois: The Free Press, 1953, 442-454.

This report presents the results of a study of social mobility in Marion County, Indiana (including Indianapolis). Data were collected from male applicants for marriage licenses at two different time periods (1905-1912 and 1938-1941). A comparison of the mobility patterns of the two samples indicates that in the earlier period mobility "varied consistently and directly with age" irrespective of the distance or direction moved. For the later sample, for those men who moved into manual or service work, mobility decreased with age while upward mobility into white-collar, commercial, or professional work increased with age.

Would question the method (marriage license applicants) as to (1) representativeness of population as a whole, and (2) possible differences in sample over time (e.g., in reflecting mores of society regarding time of marriage and affluence of person at marriage). Study is also limited in that it applies to only one small area of the country. Author does, however, control for such variables as changes in job opportunities (e.g., number of) over time.

Ruttenberg, S.H. "Economic and Social Implications of Unemployment," Monthly Labor Review, 1959, 82, 160-163.

In a speech presented at an AFL-CIO conference on labor, the author points out some economic and social problems that result from unemployment.

Schiffman, J. "Characteristics of the Long-Term Unemployed," Monthly Labor Review, 1957, 80, 1233-1236.

This study presents a statistical examination of data from the U.S. Bureau of Census which shows that "changes in long-term unemployment level are directly related to changes in total unemployment."

Schiffman, J. "Employment of High School Graduates and Dropouts in 1961," Monthly Labor Review, 1962, 84, 502-509.

The author compares high school graduates with dropouts on a country-wide basis. His data indicate that dropouts have more difficulty in finding work and more are employed part time than are graduates. He also finds a high percentage of dropouts doing unskilled farm labor. He emphasized the fact that there is a higher dropout rate in farm areas than in urban areas and that problem solving efforts must be concentrated in this area.

Slotkin, Elizabeth J. "Studies of Individual Characteristics of Unemployed Workers," paper prepared for Conference on Measurement and Behavior of Unemployment, Universities-National Bureau Committee for Economic Research, Princeton, New Jersey, 1954.

This paper presents a survey of the kinds of studies done on the unemployed along with some general findings. Four types of studies were discussed: (1) Sample census; the primary purpose of these reports is to determine the amount of the various types of unemployment. (2) Studies of applicants at public employment offices; these give mainly demographic characteristics of the unemployed in a given area. The different hiring restrictions (e.g., regarding age or sex) found in different areas is also discussed. (3) Studies on workers following a mass layoff or plant shutdown; in general, these studies were unanimous in concluding that reemployment was more difficult for older than for younger workers, that skilled workers often had to accept jobs at a lower skill level, and that the average earnings of the group decreased. (4) Studies of post-exhaustion experience of unemployment insurance claiments; general results indicate females and older men were unemployed for the longest periods and that for many of the long-term unemployed savings were reduced and debts incurred although only a small percentage of the cases received relief.

A number of references were given to demographic studies.

While the report presents little factual information, it does include some general criticisms of the studies in the area and a number of references to pre-1954 studies.

"Social and Economic Aspects of Automation," Monthly Labor Review, 1961, 84, 957-960.

This article presents excerpts from an address by Ewan Clague, Commissioner of Labor Statistics, which discusses the effects of technological change on unemployment.

"Who are the Unemployables?" Business Week, February 9, 1963, 68-70.

This is a journalistic report on the Michigan Employment Security Commission interview study of 4,800 jobless workers. This report draws on unanalyzed data which points to the conclusion that the long-term unemployed individual is a demoralized and depressed person of a skill level below that required by existing retraining programs.

Wolfbein, S.L. "Gross Change in Unemployment, 1957-1959," Monthly Labor Review, 1960, 83, 141-144.

This article gives the patterns of change in unemployment rates from month to month for the years 1957, 1958, and 1959.

"Youth Unemployment," Conference Board Record, January 1964, 1, 40-43.

This is a report of an interview given by Martin R. Gainsbrugh of The Conference Board. Mr. Gainsbrugh answers questions about youth unemployment, the labor market, and the value of education. Makes some general suggestions which he feels would help alleviate the problem of youth unemployment.

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Copies of this publication or additional information on manpower programs and activities may be obtained from the U.S. Department of Labor's Manpower Administration in Washington, D.C. Publications on manpower are also available from the Department's Regional Information Offices at the addresses listed below.

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